



division of
**Human Resource
Management**

HB 104 Implementation

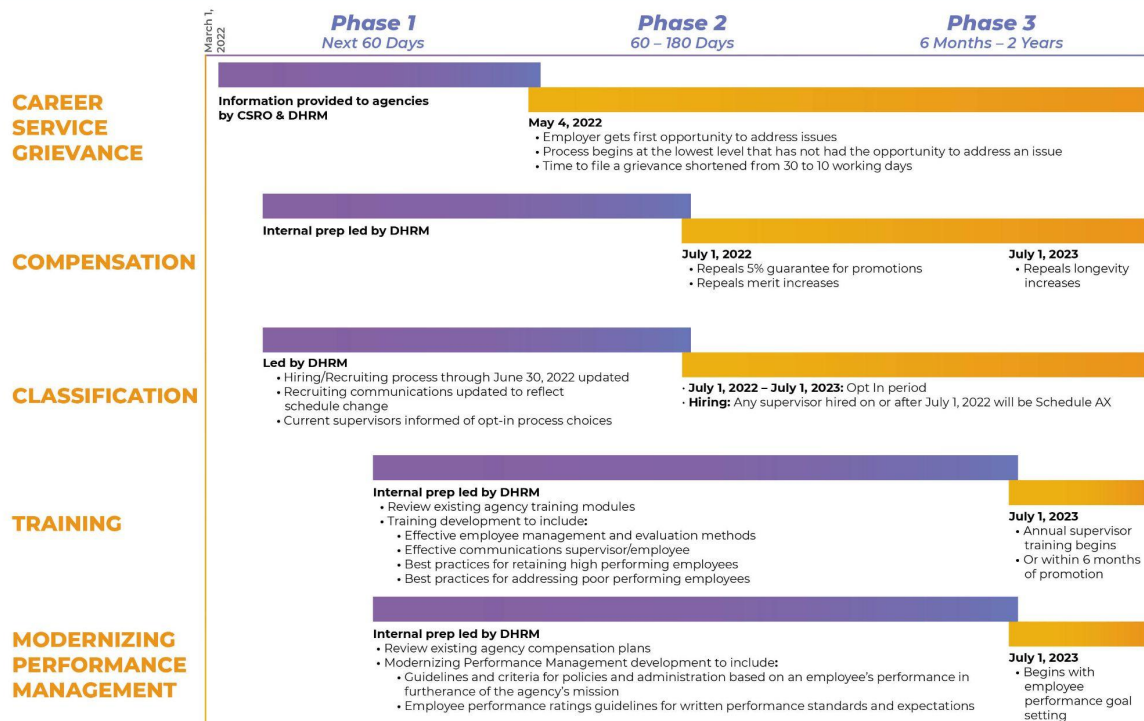
Infrastructure and Government
Appropriations Subcommittee

DHRM
June 14, 2022

What is Happening?



Performance Management Roll-out: A Phased Approach



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Schedule AX

- Identification & Confirmation Process
 - List of potentially impacted positions and supervisors generated by DHRM from state HRIS system
 - List reviewed, updated, confirmed by agency management
- Current status:
 - Opt-in information and form sent to impacted supervisors week of 6/6/2022
 - # of eligible supervisors identified: ~2,974 (as of 6/13/22)
 - This number will fluctuate until 6/30/22 due to changes in assignments, terminations, resignations, retirements



Schedule AX (cont'd.)

- Communication Process
 - Presentation to cabinet members
 - Emails to cabinet members from Div. Director Barrand
 - Town hall meetings:
 - Ogden - 4/14/2022 (in person)
 - Salt Lake - 4/15/2022 (in person, virtual, & recorded)
 - Orem - 4/18/2022 (in person)
 - Cedar City - 4/20/2022 (in person)
 - [Understanding HB 104 web page](#)
 - HR Field Directors
- Current status:
 - Ongoing through 7/1/2023



Performance Management

- Management Training Review
 - Review DHRM and agency management training against HB 104 requirements; address identified gaps
 - Current status:
 - Review of DHRM existing management training - Completed
 - Review of agencies' existing management training - Completed
 - Design of necessary management training - In progress
- Consult with agencies in the development of their performance management programs including:
 - Employee ratings, performance standards
 - Necessary guidelines, policies
 - Current status:
 - Develop performance management standards - In progress



Question & Answer

- [Understanding HB 104 web page](#)
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Thank You